

ENLISTED CAREER NOTES



OBSERVER/CONTROLLERS FOR JRTC

The Enlisted Infantry Branch at PERS-COM is looking for qualified noncommissioned officers to fill positions as observer-controllers (O/Cs) at the Joint Readiness Training Center (JRTC), Fort Chaffee, Arkansas.

The NCOs selected for assignment to the JRTC will attend the O/C Certification Course. Certification focuses on teaching the NCO to observe, control, and coach light infantry units participating in exercises at the JRTC; observe and analyze unit performance throughout the planning, preparation, and execution of all missions; evaluate application of doctrine, technique, tactics, and procedures; assist in unit training by coaching, after action reviews (AARs), preparation of take-home packages, and oral and written feedback.

To qualify for O/C duty, an NCO must meet the following prerequisites:

- Be in the rank of staff sergeant (promotable) through master sergeant in PMOS 11C.
- Have experience as squad or section leader, platoon sergeant, or first sergeant in a light infantry division.
- Be considered fully qualified for promotion.
- Have served in his PMOS within the past two years (four years for soldiers completing tours as drill sergeants or recruiters).
- If a sergeant first class, have platoon sergeant time in an MTOE unit. (A promotable staff sergeant with platoon sergeant experience will also be accepted.)
- Skill qualification test (SQT) score of 80 or higher.
- General/Technical (GT) score of 110 or higher (can be waived to 100).
- Current official photograph.
- Not currently undergoing flagging action.

- Physical profile of 111111.
- Meet height and weight standards in accordance with AR 600-9.
- Have completed the Advanced Noncommissioned Officer Course (ANCOC).
- Have at least two years remaining on current enlistment or be willing to extend or reenlist.

A qualified NCO can request O/C duty at the JRTC by submitting DA Form 4187 (Personnel Action Request) and updated Forms 2A and 2-1 (Personnel Qualification Record) through his servicing personnel service center.

Questions may be directed to any enlisted infantry career advisor. The POC for information is MSG Noriega or SFC Dunner at AUTOVON 221-8056 or commercial (703) 325-8056.

EOA, IG ASSIGNMENTS

Infantry Branch is looking for qualified senior NCOs in the ranks of staff sergeant (promotable) through master sergeant/first sergeant for assignments as equal opportunity advisors (EOAs) and assistant inspectors general (AIGs).

A major consideration is that an NCO be in a troop-related assignment immediately before being assigned to one of these positions.

To qualify for one of these assignments, an NCO must meet the following prerequisites:

- Be a high school graduate or equivalent.
- Not have served a previous tour as an EOA or AIG.
- Meet body weight standards in accordance with AR 600-9.
- Have a GT score of 110 or higher.
- Have a score of 60 or higher on latest SQT.
- Be an ANCOC graduate or selectee.
- Have the ability to complete college

level courses.

- Meet service remaining requirements of two years.
- For EOA only, be in the rank of staff sergeant promotable or sergeant first class with less than two years time in grade and less than 15 years time in service.

Assistant IG duty is now a three-year stabilized tour, and an equal opportunity advisor assignment is a two-year stabilized tour, upon completion of the course.

Qualified senior NCOs who would like to volunteer for either type of assignment may do so by submitting DA Form 4187 through their personnel service centers. The POC for information is SFC Douglas, AUTOVON 221-8056/9399 or commercial (703) 325-8056/9399.

AIRBORNE INSTRUCTORS

Infantry Branch is accepting volunteer applications from airborne qualified staff sergeants and sergeants first class who want to be "black hats" with the 1st Battalion, 507th Infantry at Fort Benning, Georgia.

A qualified soldier overseas can apply for the Fort Benning assignment eight to ten months before his rotation date. A soldier in the continental United States must have served at least 48 months at his current station to qualify for reassignment.

Additional information is available from SFC Daniels at AUTOVON 221-8055/9399 or commercial (703) 325-8055/9399.

DRILL SERGEANT SELECTION CRITERIA

When AR 614-200, Enlisted Ranks (Selection of Enlisted Soldiers for Training and Assignment) Chapter 8, Update

16, is released, there will be two changes in the prerequisites for NCOs applying for drill sergeant school and assignment:

All NCOs must have a GT score of 100 or higher and a profile series no less than 211221. Neither of these requirements can be waived, and the drill sergeant team at PERSCOM is now using both in their selection process.

Personnel service center (PSC) representatives and NCOs applying for this duty must ensure that DA Forms 2A and 2-1 (two of the enclosures in a drill sergeant application) reflect the correct data. In addition, the appropriate SIDPERS transactions must be submitted to update the enlisted master file (EMF).

Any questions pertaining to the selection criteria should be directed to SFC Alleyne at AUTOVON 221-8070/8394 or commercial (703) 325-8070/8394.

CMF 11 SDT

The Self-Development Test (SDT), a proposed rating system for noncommissioned officers, will be one of the key elements in determining NCO promotions, assignments, school selections, and retentions.

The SDT will be similar to the formal written examination on the current skill qualification test (SQT).

Soldiers in Career Management Field 11, Skill Levels 2 through 4 (sergeant through sergeant first class/platoon sergeant) will take an SQT during the March-May 1991 test window. They will take the new SDT for the first time during the March-May 1992 test window. Skill Level 1 soldiers (privates through

corporals/specialists) will not be tested in 1991, and there are no plans at this time to develop an SDT for them.

Most SDT questions will come from the Soldier's Manuals, while those concerning leadership will be formulated from a recent NCO leader development study. Tentatively, the SDT will consist of 100 questions. The first 85 of these will be MOS-related; the final 15 will cover the wear of the uniform and drill and ceremonies.

The current SQT for sergeants through sergeants first class will be used until the SDT system is fully implemented.

The Infantry School POC is Captain Timmons, AUTOVON 835-1700/7670 or commercial (404) 545-1700/7670.

BATTALION CSM TRAINING

PERSCOM has developed a course that will prepare command sergeant major (CSM) designees to perform the duties and responsibilities of battalion CSMs. The goal is to train all designees before they begin their initial assignments while also trying to prevent any CSM vacancies.

In the future, a battalion-level CSM selectee chosen for upward mobility to a programmed vacancy at brigade level or higher will not leave his current assignment until the arrival of his designated replacement, or within 30 days of the replacement's report date. If the replacement is a CSM designee, he will not move into the battalion-level position until he completes the CSM designee course.

During Calendar Year 1991, the Sergeants Major Academy will conduct these classes monthly instead of bi-monthly.

MORE PROMOTION POINTS FOR RANGER TAB

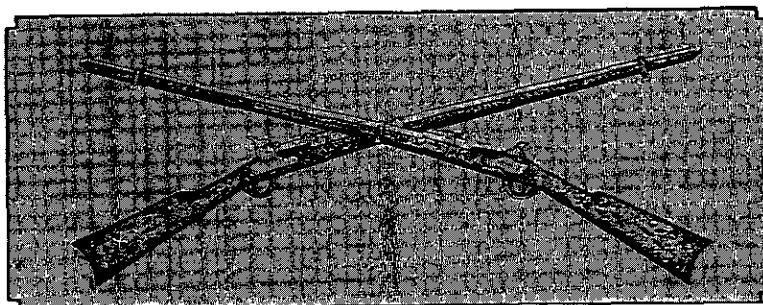
Effective 1 July 1990, the promotion points awarded for the Ranger tab have been increased from five to 10. Increasing the points for the tab to 10 brings it in line with comparable awards and badges such as the Expert Infantryman's Badge (EIB) and the Expert Field Medical Badge (EFMB).

Soldiers who are eligible for these points may request an adjustment in accordance with AR 600-200, Enlisted Personnel Management System. Those who do not request an adjustment will have the additional points for the Ranger tab awarded during the next scheduled promotion recomputation.

COLLEGE GRADUATES AS SPECIALISTS

College graduates may now enlist in the Army as specialists under a new accelerated promotion policy. The old policy limited accelerated promotions to private first class only for recruits with more than 60 semester hours of college credit.

Under the revised policy, recruits with 60 semester hours may still come into the Army as privates first class, and those with 30 to 59 hours credit may continue to enter as privates-2 (PV2).



OFFICERS CAREER NOTES



FROM THE BRANCH CHIEF

Army officers are in a competitive business, and as rank increases so does the level of competition. Each grade or school selection gets a little tougher. The most commonly asked question after, "Where am I going next?" is "How well am I doing?"

Although each selection board is different, the officers who serve on them report several common problems:

Photos. Too often, the photo in an officer's file is out of date or of poor quality, or there is no photo at all. It is your mission to make sure a good picture gets in your file. Some common problems are poorly fitted uniforms that make you look overweight, unpressed uniforms, unauthorized items such as infantry cord or green tabs and, surprisingly, unauthorized awards and decorations.

When you go to be photographed, take someone with you who can help you make your uniform look neat and properly fitted. (Spend the extra money to have your uniform tailored if you have to.)

You who are commanders can play an important role in this. Have every one of your subordinates produce his latest photo for your review, and you will quickly see the problems. Some of you are already doing this, and it is paying big dividends.

Officer Record Brief (ORB). The ORB is one of the most important documents, yet one of the biggest problem areas. Many officers are frustrated because changes they have submitted do not show up on their ORBs. But keep submitting them to your local military personnel office (MILPO), and force the system to work. (Infantry Branch has little time available for such record keeping.)

Don't worry about the little things; fix the important entries. Changing 11 months to 12 or Company A to Company

B, for example, is not as important as showing a complete assignment history. Spending 26 months as a brigade S-3 is somewhat unusual. If that figure should be 12 months instead, then it should be corrected.

A technique used by many commanders is to require their officers to review their ORBs with them before and after their birth month record checks and to get a follow-up copy a few months later to see if the necessary changes have been made. Every officer should at least do a detailed review before his records go to a selection or promotion board. Some ORBs that boards see have so many corrections that they are barely readable.

OERs. I won't try to tell you how to do your job or try to explain how to control a senior rater profile. And the following comments are based strictly upon my opinion but an opinion that I developed after reading a few thousand reports and closely examining the results of many selection boards.

First, *command reports are critical.* A center of mass (COM) report from your senior rater puts you at risk for command and staff college (CSC) selection and probably takes you out of the running for battalion command. A below center of mass (BCM) report automatically makes you a promotion risk, and it is unlikely that you can overcome it, regardless of how good your subsequent command reports might be.

The most important portion of the OER is the senior rater section (block check, profile, and narrative). This does not mean the rater is less important or that he should take his responsibilities less seriously. He needs to do his best to make an accurate and fair evaluation and to "sell" the rated officer to the senior rater. But he is not required to compare the officers he rates, and that puts the burden on the senior rater, whose profile clearly compares you to your contem-

poraries. As a result, the profile carries the most weight. If the profile and the narrative disagree, boards tend to go with the profile. For instance, if the profile is 8, 10, and 4 (in the top three blocks respectively), you are placed in the 3 block (with three others); at the same time, if the narrative says you should be a major and go to command and staff college, there is a conflict. But the profile clearly shows that you shouldn't be selected, and you probably won't be.

Height and Weight. If you are near the top of the magic table, or if you exceed it, be careful. Every board member has the weight table taped to his microfiche reader. If your picture makes you look overweight and the data says you are overweight, you already have two strikes against you. Your rater had better say more than that you meet the body fat requirements. He should also address your physical and athletic ability.

Your height and weight data on the OER and ORB ought to be accurate and within limits, regardless of body fat. If it isn't, although the regulations allow you a few more pounds on the basis of a body fat determination, there appears to be a big question as to the data's validity. It's like having a mustache on your official photo—it is allowed by regulation, but still may affect your selection.

Rater Profiles. Profiles are easy to read but hard to rate and control. *Top-siding a profile does not reward the outstanding performers and really hurts those two-block officers who are then below center of mass.* Many officers have been hurt because their senior raters allowed them "room to grow."

Senior raters have a tough job. They are selecting future leaders and commanders, so their vote must count. But they are also determining who won't make the cut. They must control their profile, know the procedures for restarting it when they have lost control, and

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have the guts to look an officer in the eye and tell him why he got a certain rating. If the profile is immature (based on a small number of ratings) or open to interpretive risk, the rater should take a sentence or two to explain his intent.

We at Infantry Branch try to identify poor profiles, and I have been sending letters to some senior raters to let them know they have a problem. Some of these letters have not been well received, but the intent is to help our infantrymen.

Many other important issues help make up the total equation (branch qualification, jobs, schooling, and the like). But good officers will be selected if their duty performance warrants it.

I encourage you to take a more active role in preparing your records, and your commanders should do the same. Get copies of your microfiche and ask your commanders for their comments.

The other tip I will offer is: Don't wait until three weeks before your board convenes to begin reviewing your records. At least 30 days' notice is required before a board can be held, and most notifications are much earlier.

We will help you in every way we can, but the responsibility for having your records up to date is yours, and nobody should be more interested.

TERRY J. YOUNG
LTC, Infantry

CAS3 REQUIREMENT FOR MAJORS

A memorandum dated 26 September 1990 published by the Military Education Center, Officer Personnel Management Directorate says, "Completion of CAS3 is required prior to attending any MEL 4 producing school."

This does not mean that an eligible officer cannot be selected to attend the Command and General Staff College (CGSC) or another MEL 4 school. It means that he cannot attend such a course until he is a CAS3 graduate (MEL N). Officers in Year Group 1979 or later must complete CAS3 before attending CGSC or any other MEL 4 producing school.

Questions should be directed to MAJ Koehler or MAJ Schook, AUTOVON 221-5510/5511 or commercial (703) 325-5510/5511.

INFANTRY PRE-COMMAND COURSE (IPCC)

The note on the Infantry Pre-Command Course that appeared in the November-December 1990 issue of INFANTRY (page 47) was not completely correct. The following is a corrected version:

The IPCC, conducted at Fort Benning, is designed to help senior Army leaders prepare for the command of U.S. Army infantry units. The 8.5-day course focuses on how to train, maintain, and fight. It is open to Active Army and Reserve Component infantry and Special Forces officers who are commanding infantry or Special Forces battalions, infantry brigades, or Special Forces groups, or who have been designated to assume command of these units. An additional one-week Bradley Fighting Vehicle Commanders Course is conducted for officers who are designated to command Bradley units.

The first week of the course teaches maintenance, weapon competency, and training management, and includes a staff ride to the Chickamauga Battlefield site. The instruction during the remaining time focuses on tactics and synchronizing the

battlefield operating systems. Brigade command designees actively plan and execute brigade operations, and each provides his commander's intent to the battalion commanders.

Finally, tactics instruction focuses on both heavy and light battalion and brigade operations. In addition to these mandatory subjects, the officers in the course also have the option of attending several electives, many of which are tailored to the needs of the individual students. Interspersed through the course are sessions with either the commandant or the assistant commandant of the Infantry School.

Additional information on the course is available from the Course Monitor, CPT Balkcum, DOTD, USAIS, AUTOVON 835-7315/2783.

RA OATH

U.S. Army Reserve (USAR) officers who are promoted to major should execute the Regular Army (RA) oath of office immediately. A recent look at files indicates that many majors' files do not contain a DA Form 71, Oath of Office.

More important, these officers have the incorrect component listed on the Officer Record Briefs. If your file does not have the RA component listed, send a copy of your DA Form 71, or a copy of your formal declaration of entry into the Regular Army, to Infantry Branch.

INFANTRY OFFICER ADVANCED COURSE FISCAL YEAR 1991

CLASS	REPORT	BRANCH TRIP*	ORDERS**	GRADUATION
91-2	23 Jan 91	4-8 Feb 91	27 Mar 91	18 Jun 91
91-3	13 Mar 91	25-29 Mar 91	15 May 91	6 Aug 91
91-4	24 Jul 91	5-9 Aug 91	25 Sep 91	19 Dec 91
91-5	21 Aug 91	3-6 Sep 91	23 Oct 91	31 Jan 92

*Date Infantry Branch team will visit.

**Date request for orders will be issued for follow-on assignments.

COMBINED ARMS AND SERVICES STAFF SCHOOL FISCAL YEAR 1991

CLASS	REPORT DATE	START DATE	END DATE
91-04	23 Jan 91	24 Jan 91	26 Mar 91
91-05	19 Mar 91	20 Mar 91	21 May 91
91-06	03 Apr 91	04 Apr 91	04 Jun 91
91-07	29 May 91	30 May 91	30 Jul 91
91-08	10 Jun 91	11 Jun 91	09 Aug 91
91-09/10	12 Aug 91	13 Aug 91	11 Oct 91